ACADEMIC LEADERSHIP FORUM

FACULTY PERFORMANCE REVIEWS

Boardroom, The Nittany Lion Inn
February 12, 2015
8:00 a.m.-12:00 noon

8:00-8:30 a.m.  Registration and continental breakfast

8:30-8:45 a.m.  Introductions, Overview and Objectives
   Blannie E. Bowen, Vice Provost for Academic Affairs
   • The Penn State process and requirements for annual, extended, and promotion and tenure reviews

8:45-10:00 a.m.  Faculty Performance Reviews: Key Issues and Challenges
   Theodore H. Curry II, Associate Provost and Associate Vice President, Academic Human Resources, and Professor, School of Human Resources and Labor Relations, Michigan State University
   • Why the faculty performance review is still so important in the academy, where faculty regularly receive feedback from students, publishers, referees, review panels, etc.
   • The cultural challenges of performance reviews within the academy
   • The underlying assumptions on which to build an effective performance development, feedback, and merit pay processes
   • A mini-play – “the annual performance review meeting”
   Wendell Franklin, Assistant Professor of Theatre
   Richard Robichaux, Associate Professor of Theatre
   Steve Snyder, Associate Professor of Theatre
   Holly Thuma, Assistant Professor of Theatre

10:00-10:15 a.m.  Break

(Continued on other side)
Faculty Performance Reviews: Key Issues and Challenges (continued)

- The prerequisites for an effective process
  - University, college, unit vision and values
  - Clear workload guidelines
  - Performance criteria and standards
- The ideal process
  - Career development plans
  - Enhanced self-appraisal
  - The key – NO SURPRISES
- Protecting yourself and the University from legal and agency challenges
- A review and discussion of sample letters
- Process options to consider
  - Review committee
  - Mentoring committee
  - The meeting with the faculty member and the written review – how and in what order
  - Improving the quality of the feedback session